

1. It looks suspicious

Most human resources professionals are quite skilled at spotting fake information, embellishments, or exaggerations on a resume. Such information may look suspicious because it does not match with other experience as listed on the resume, seems too grandiose, or just does not make sense in context with your work history or other jobs held.

2. You will be screened out

When you include fake information in your resume and the human resources person discovers it, your resume will automatically be screened out. Period. Potential employers have no tolerance for lies, exaggerations, or other "made up" information on a resume.

3. It will become apparent in an interview

If by some chance you make it through the screening process and into an interview, it is most likely that any fake information will become apparent during the interview. Interviewers will question closely your accomplishments and claims about skills and attributes, and if your answers do not substantiate what is on the resume they will mark you down when they evaluate your qualifications. In most cases, then, you will not get the job.

4. It will be discovered during reference and background checks

Information that is fake or exaggerated will often become known when a potential employer conducts reference checks and background checks. For example, if you claim to have been an outstanding employee but your former employer is lukewarm when giving you a reference, that raises a red flag in the mind of a potential employer.

Alternatively, if you are asked about any criminal history or traffic violations and you deny having them, when they turn up in a background check the potential employer will know the truth. They will then start to question the truth of your other statements and likely will not want to hire you.

5. It comes to light when you go to work

If, somehow, you manage to make it past the screening, interview, and reference check phases you may indeed be offered a job despite the fake information in your resume. Do not be too quick to congratulate yourself, though, because the truth about fake or exaggerated information will become apparent once you are actually on the job.

It may take a few weeks or a few months, but if you claim to have skills or attribute that are required for the job you will be expected to demonstrate them. When you have trouble doing so or your performance does

not measure up to the levels you claimed during the interview process, you may be subject to termination, demotion, or find your career at a standstill.